

## ENROLLED ORDINANCE 159-60

### RATIFICATION OF 2004 – 2005 – 2006 AFSCME MASTER COLLECTIVE BARGAINING AGREEMENT

WHEREAS Waukesha County has engaged in collective bargaining with employees represented under the AFSCME Master Unit (Local 2494), and

WHEREAS the parties have reached a tentative agreement, subject to the ratification by the Waukesha County Board of Supervisors.

THE COUNTY BOARD OF SUPERVISORS OF THE COUNTY OF WAUKESHA DOES ORDAIN, the following recommendations of the Personnel Committee and the accompanying changes in wages, hours, and working conditions of employees represented by AFSCME Master Local 2494.

#### Section I: Contract Language and Personnel Policy

- A. Modify the collective bargaining agreement to cover the years 2004 – 2005 – 2006.
- B. Modify provisions which limits the frequency of Transfers from twenty-four (24) to twelve (12) months.
- C. Modify overtime provisions to eliminate the daily and weekend overtime provisions for those employees who are assigned to work a four (4) day, ten (10) hour per day work schedule.
- D. Amend Layoff and Recall provisions to provide that employees scheduled for layoff will be given preference for vacant positions within an employee's job family. Employees placed in a new position will serve a three (3) month trial period. If an employee does not pass the trial period and is returned to layoff status, the decision to return the employee to layoff is not subject to the grievance procedure.
- E. Provide a Letter of Understanding for the term of the contract which provides that employees classified as Building Service Worker I and Building Service Worker II, and who have been employed prior to 01/01/1996, will not be laid off as a result of a decision by the County to subcontract custodial work in current County facilities.

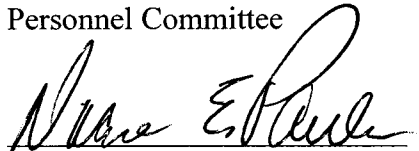
#### Section II: Classification and Compensation

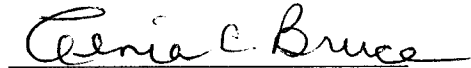
- A. An across-the-board increase of three percent (3%) will be applied to the 2003 rates of pay effective December 27, 2003.
- B. An across-the-board increase of two percent (2%) will be applied to the 2004 rates of pay effective January 8, 2005.
- C. An across-the-board increase of one (1%) will be applied to the 2005 rates of pay effective June 25, 2005.

- D. An across-the-board increase of two (2%) will be applied to the 2005 rates of pay effective January 7, 2006.
- E. An across-the-board increase of one percent (1%) will be applied to the 2006 rates of pay effective June 24, 2006.
- F. Effective January 8, 2005, after the completion of the across-the-board increase, provide a new Step 4 (biweekly) and a new Step 5 (biweekly) to the Psychiatric Technician salary range.

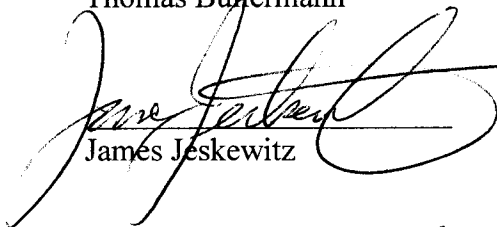
RATIFICATION OF 2004 – 2005 – 2006 AFSCME MASTER  
COLLECTIVE BARGAINING AGREEMENT

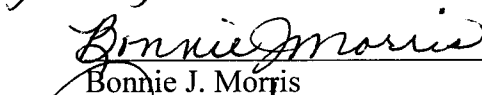
Presented by:  
Personnel Committee

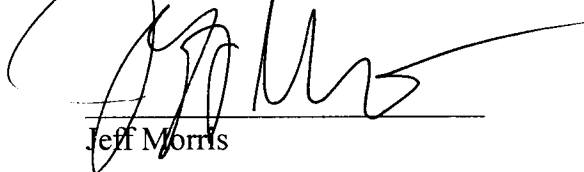
  
Duane E. Paulson, Chair

  
Genia C. Bruce

  
Thomas Bullermann

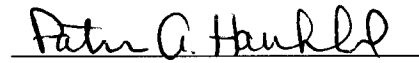
  
James Jeskewitz

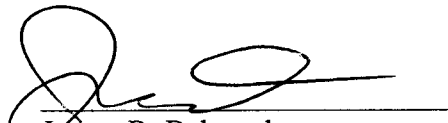
  
Bonnie J. Morris

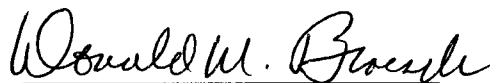
  
Jeff Morris

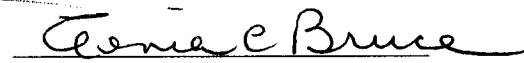
  
Robert G. Thelen II

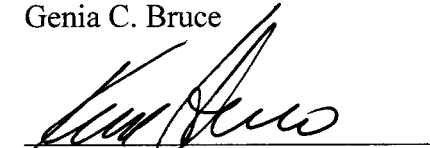
Approved by:  
Finance Committee


  
Patricia A. Haukohl, Chair

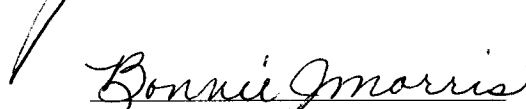
  
James R. Behrend

  
Donald M. Broesch

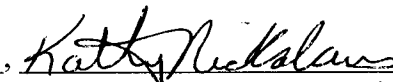
  
Genia C. Bruce

  
Kenneth C. Herro

  
Joe C. Marchese

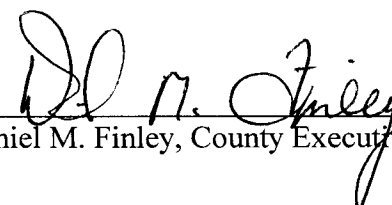
  
Bonnie J. Morris

The foregoing legislation adopted by the County Board of Supervisors of Waukesha County, Wisconsin, was presented to the County Executive on:

Date: 10-29-04,   
Kathy Nickolaus, County Clerk

The foregoing legislation adopted by the County Board of Supervisors of Waukesha County, Wisconsin, is hereby:

Approved: ✓  
Vetoed: \_\_\_\_\_

Date: 11-1-04,   
Daniel M. Finley, County Executive

WAUKESHA COUNTY BOARD OF SUPERVISORS

V

DATE-10/26/04

(ORD) NUMBER-1590067

1 K. HERRO.....AYE  
 3 D. STAMSTA.....NAY  
 5 J. MARCHESE.....AYE  
 7 J. JRSKEWITZ.....AYE  
 9 P. HAUKOHL.....AYE  
 11 K. HARENDA.....AYE  
 13 J. MORRIS.....AYE  
 15 D. SWAN.....AYS  
 17 J. BEHREND.....AYE  
 19 W. MITCHELL.....AYE  
 21 W. KOLB.....AYE  
 23 J. TORTOMASI.....AYE  
 25 K. CUMMINGS.....AYS  
 27 D. PAULSON.....AYS  
 29 T. BULLERMANN.....  
 31 V. STROUD.....AYE  
 33 D. PAVELKO.....AYE  
 35 C. SEITZ.....AYE

2 R. THELEN.....AYE  
 4 H. CARLSON.....AYE  
 6 D. BROESCH.....AYE  
 8 J. DWYER.....AYE  
 10 S. WOLFF.....AYE  
 12 J. GRIFFIN.....AYS  
 14 A. KALLIN.....AYS  
 16 R. MANKE.....AYE  
 18 B. MORRIS.....AYE  
 20 M. KIPP.....  
 22 G. BRUCE.....AYE  
 24 B. KRAMER.....AYE  
 26 S. KLEIN.....AYE  
 28 P. JASKE.....AYS  
 30 K. NILSON.....  
 32 P. GUNDRUM.....  
 34 R. SINGERT.....AYE

TOTAL AYES-30

TOTAL NAYS-01

CARRIED X

DEFEATED \_\_\_\_\_

UNANIMOUS \_\_\_\_\_

TOTAL VOTES-31